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Insights Into HR Interview

Video Transcript

Woman- **HR interview** is a 45 minute interview conducted by a member of the **recruitment team** at Accenture and it covers a number of key competences around **project management, leadership, team working** and really looking at your professionalism, how well you'll articulate yourself throughout an interview to make sure that you are the right fit for Accenture.

Man- HR interview is important, because it's part of our process that really gives us opportunity to delve into, not just candidates subject-matter knowledge and general fit for organization, but how do they **operate on day-to-day basis** and it gives the candidate an opportunity to really sell themselves and evidence their capabilities on how they perform within their current role.

Woman- Some **examples of competency-based questions** that you might get in HR interview would be – please give me an example of how you have demonstrated your ability in **a team working situation**; give me an example of how you have project managed a complex project; give me an example of your **leadership skills** that you've demonstrated through a particular role that you've had.

Man- the STAR technique is a really great way of structuring your answers within a Competency interview. So the STAR stands for **Situation, Task, Action and Result** and what we are looking for in an example is for someone to very succinctly and concisely outline the **situation they were faced with** and the task they had to achieve and that should really be the first kind of 30 seconds of your response. Then you should focus on the **actions** that you took and give a good level of thinking and reasoning behind those actions. That's what we really try to understand in terms of your skillsets and competencies here. So make sure you really focus in on that and then finally **finish with the result**.